

**2021**

City of Columbus  
Human Resources Department  
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Nichole M. Brandon, Director

## **2021 UNION BENEFIT COMPARISON**

**American Federation of State, County and Municipal Employees, (AFSCME) Local 1632**

**American Federation of State, County and Municipal Employees, (AFSCME) Local 2191**

**Communications Workers of America (CWA) Local 4502**

**Fraternal Order of Police, Ohio Labor Council, Inc. (FOP-OLC)**

**Fraternal Order of Police, (FOP) Lodge 9**

**International Association of Fire Fighters, (IAFF) Local 67**

BENEFIT		AFSCME LOCAL #1632		AFSCME LOCAL #2191		CWA LOCAL #4502		FOP – OLC*		FOP LODGE #9*		IAFF LOCAL #67																																																																																																																
2021 WAGE INCREASE	<u>Article 26</u> 2.5%		<u>Article 26</u> 2.0%		<u>Article 17</u> 2.5%		<u>Article 14</u> --%		<u>Article 20</u> --%		<u>Article 12</u> 2.5%																																																																																																																	
STEP INCREASES	<u>Article 26</u> Employees qualify for step increases on the first day of the pay period following each required period of continuous service. (2080 hours in paid status).		<u>Article 26</u> Employees qualify for step increases on the first day of the pay period following each required period of continuous service. (2080 hours in paid status).		Not Applicable.		<u>Article 14</u> Employees step on the first day of the pay period following completion of a year of continuous service		<u>Article 21</u> Employees step on the date of his/her anniversary after each year of continuous service.		<u>Article 12</u> For the classification of Firefighter, employees will step after each year of continuous service on their anniversary of original appointment.																																																																																																																	
MERIT PAY	<u>Article 26</u> For eligible employees, the appointing authority may approve a merit increase every two (2) years.		<u>Article 26</u> For eligible employees, the appointing authority may approve a merit increase every two (2) years.		<u>Article 17</u> For all employees the appointing authority may approve a merit increase every year.		Not Applicable.		Not Applicable.		Not Applicable.																																																																																																																	
PENSION PICKUP (WHAT THE CITY PAYS FOR THE EMPLOYEE)	<u>Article 26</u> Employees pay the full contribution.		<u>Article 26</u> Employees pay the full contribution.		<u>Article 17</u> Employees pay the full contribution.		<u>Article 14</u> Employees pay the full contribution.		<u>Article 20</u> Employees hired prior to 1/ 1/13: 0.75% effective December 9, 2019  Employees hired after January 1, 2013 shall pay the full contribution.		<u>Article 12</u> Employees pay the full contribution.																																																																																																																	
SERVICE CREDIT	<u>Article 26</u> For full-time employees only More than 5 yrs. cont. service = \$650 More than 8 yrs. cont. service = \$750 More than 14 yrs. cont. service = \$850 More than 20 yrs. cont. service = \$950 More than 25 yrs. cont. service = \$1050		<u>Article 26</u> For full-time employees only More than 5 yrs. cont. service = \$650 More than 8 yrs. cont. service = \$750 More than 14 yrs. cont. service = \$850 More than 20 yrs. cont. service = \$950 More than 25 yrs. cont. service = \$1050		<u>Article 17</u> For full-time employees only: More than 5 yrs. cont. service = \$750 More than 8 yrs. cont. service = \$850 More than 14 yrs. cont. service = \$950 More than 20 yrs. cont. service = \$1050 More than 25 yrs. cont. service = \$1150		<u>Article 14</u> For full-time employees only: More than 5 yrs. cont. service = \$650 More than 8 yrs. cont. service = \$750 More than 14 yrs. cont. service = \$850 More than 20 yrs. cont. service = \$1050 More than 25 yrs. cont. service = \$1100		<u>Article 24:</u> <div><div><div>Years/Amount</div><table><tr><td>6</td><td>\$1,010</td><td>20</td><td>\$1,180</td></tr><tr><td>7</td><td>\$1,020</td><td>21</td><td>\$1,200</td></tr><tr><td>8</td><td>\$1,030</td><td>22</td><td>\$1,220</td></tr><tr><td>9</td><td>\$1,040</td><td>23</td><td>\$1,240</td></tr><tr><td>10</td><td>\$1,050</td><td>24</td><td>\$1,250</td></tr><tr><td>11</td><td>\$1,060</td><td>25</td><td>\$1,280</td></tr><tr><td>12</td><td>\$1,070</td><td>26</td><td>\$1,305</td></tr><tr><td>13</td><td>\$1,080</td><td>27</td><td>\$1,330</td></tr><tr><td>14</td><td>\$1,090</td><td>28</td><td>\$1,355</td></tr><tr><td>15</td><td>\$1,105</td><td>29</td><td>\$1,380</td></tr><tr><td>16</td><td>\$1,120</td><td>30</td><td>\$1,410</td></tr><tr><td>17</td><td>\$1,135</td><td>31</td><td>\$1,440</td></tr><tr><td>18</td><td>\$1,150</td><td>32</td><td>\$1,470</td></tr><tr><td>19</td><td>\$1,165</td><td>33 or More</td><td>\$1,500</td></tr></table></div></div>		6	\$1,010	20	\$1,180	7	\$1,020	21	\$1,200	8	\$1,030	22	\$1,220	9	\$1,040	23	\$1,240	10	\$1,050	24	\$1,250	11	\$1,060	25	\$1,280	12	\$1,070	26	\$1,305	13	\$1,080	27	\$1,330	14	\$1,090	28	\$1,355	15	\$1,105	29	\$1,380	16	\$1,120	30	\$1,410	17	\$1,135	31	\$1,440	18	\$1,150	32	\$1,470	19	\$1,165	33 or More	\$1,500	<u>Article 16:</u> <div><div><div>Years/Amount</div><table><tr><td>6</td><td>\$1,210</td><td>20</td><td>\$1,380</td></tr><tr><td>7</td><td>\$1,220</td><td>21</td><td>\$1,400</td></tr><tr><td>8</td><td>\$1,230</td><td>22</td><td>\$1,420</td></tr><tr><td>9</td><td>\$1,240</td><td>23</td><td>\$1,440</td></tr><tr><td>10</td><td>\$1,250</td><td>24</td><td>\$1,450</td></tr><tr><td>11</td><td>\$1,260</td><td>25</td><td>\$1,480</td></tr><tr><td>12</td><td>\$1,270</td><td>26</td><td>\$1,505</td></tr><tr><td>13</td><td>\$1,280</td><td>27</td><td>\$1,530</td></tr><tr><td>14</td><td>\$1,290</td><td>28</td><td>\$1,555</td></tr><tr><td>15</td><td>\$1,305</td><td>29</td><td>\$1,580</td></tr><tr><td>16</td><td>\$1,320</td><td>30</td><td>\$1,610</td></tr><tr><td>17</td><td>\$1,335</td><td>31</td><td>\$1,640</td></tr><tr><td>18</td><td>\$1,350</td><td>32</td><td>\$1,670</td></tr><tr><td>19</td><td>\$1,365</td><td>33 or More</td><td>\$1,700</td></tr></table></div></div>		6	\$1,210	20	\$1,380	7	\$1,220	21	\$1,400	8	\$1,230	22	\$1,420	9	\$1,240	23	\$1,440	10	\$1,250	24	\$1,450	11	\$1,260	25	\$1,480	12	\$1,270	26	\$1,505	13	\$1,280	27	\$1,530	14	\$1,290	28	\$1,555	15	\$1,305	29	\$1,580	16	\$1,320	30	\$1,610	17	\$1,335	31	\$1,640	18	\$1,350	32	\$1,670	19	\$1,365	33 or More	\$1,700
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BENEFIT	AFSCME LOCAL #1632	AFSCME LOCAL #2191	CWA LOCAL #4502	FOP – OLC*	FOP LODGE #9*	IAFF LOCAL #67
OVERTIME PAY	<p><b>Article 16</b> For overtime eligible employees, OT is calculated from shift to shift and weekly;</p> <ul style="list-style-type: none"> <li>• Time and a half on first regular day off</li> <li>• Double time on second regular day off</li> <li>• Time and a half for time worked beyond employee's regular shift</li> <li>• Applies to full and part-time employees</li> </ul>	<p><b>Article 16</b> For overtime eligible employees, OT is calculated from shift to shift and weekly;</p> <ul style="list-style-type: none"> <li>• Time and a half on first regular day off</li> <li>• Double time on second regular day off</li> <li>• Time and a half for time worked beyond employee's regular shift</li> <li>• Applies to full and part-time employees</li> </ul>	<p><b>Article 15</b> For overtime eligible employees, OT is calculated on a weekly (7-day) basis:</p> <ul style="list-style-type: none"> <li>• Time and a half for hours worked between 40 and 48</li> <li>• Double time for all hours worked over 48 hours in a week</li> <li>• Applies to D-Class Employees</li> </ul>	<p><b>Article 15</b> For overtime eligible employees, overtime is calculated on a daily &amp; weekly basis:</p> <ul style="list-style-type: none"> <li>• Time and a half for hours worked beyond 8 hours/day or 10 hours/day (for 4/10s)</li> <li>• Time and a half for hours worked over 40 hours/wk</li> </ul>	<p><b>Article 22</b> Calculated at time and one half for hours worked on a daily &amp; weekly basis:</p> <ul style="list-style-type: none"> <li>• Over 8hr or 10hr shift</li> <li>• Over 40hr/week</li> <li>• Eligible Deviated shifts</li> <li>• Double time for hours worked on second consecutive day off</li> </ul>	<p><b>Article 8</b> For overtime eligible employees (Deputy Chiefs are not eligible)</p> <ul style="list-style-type: none"> <li>• Rank for Rank requirement after 8p</li> <li>• 40 hours: <ul style="list-style-type: none"> <li>○ Over 8hr</li> <li>○ Over 40hr/week</li> <li>○ Double time on seventh day consecutive day of 8 hour/day work</li> </ul> </li> <li>• 48 hours: More than 24 hours a shift shall be time and a half</li> </ul>
COMPENSATORY TIME	<p><b>Article 16</b></p> <ul style="list-style-type: none"> <li>• Comp time may be accrued on a daily or weekly basis in lieu of overtime pay.</li> <li>• Time and a half on first regular day off</li> <li>• Double time on second regular day off</li> <li>• Time and a half for time worked beyond employee's regular shift</li> <li>• Applies to full and part-time employees</li> </ul> <p><b>Bank</b></p> <ul style="list-style-type: none"> <li>• Hours to be used in one/tenth of an hour increments</li> <li>• Comp time may be banked up to 80 hours – any additional hours will be paid out as overtime</li> </ul>	<p><b>Article 16</b></p> <ul style="list-style-type: none"> <li>• Comp time may be accrued on a daily or weekly basis in lieu of overtime pay.</li> <li>• Time and a half on first regular day off</li> <li>• Double time on second regular day off</li> <li>• Time and a half for time worked beyond employee's regular shift</li> <li>• Applies to full and part-time employees</li> </ul> <p><b>Bank</b></p> <ul style="list-style-type: none"> <li>• Hours to be used in one/tenth of an hour increments</li> <li>• Comp time may be banked up to 80 hours – any additional hours will be paid out as overtime</li> </ul>	<p><b>Article 15</b> For overtime eligible employees, OT is calculated on a weekly basis:</p> <ul style="list-style-type: none"> <li>• Time and a half for hours worked between 40 and 48</li> <li>• Double time for all hours worked over 48 hours in a week</li> <li>• Applies to D-Class Employees</li> </ul> <p><b>Bank:</b></p> <ul style="list-style-type: none"> <li>• Hours to be used in one/tenth of an hour increments</li> <li>• 240 hours for employees not engaged in public safety, emergency response or seasonal activities</li> <li>• 480 hours for public safety activity, emergency response activity or seasonal activity,</li> </ul> <p>Appointing Authority may designate a pay period to pay out any employee with a bank over 80 hours no less than six (6) months in advance</p>	<p><b>Article 15</b> May be granted in lieu of OT wages.</p> <p><b>Bank:</b></p> <ul style="list-style-type: none"> <li>• Hours to be used in one/tenth of an hour increments</li> <li>• Zero (0), forty (40), eighty (80), one hundred twenty (120), one hundred and sixty (160)</li> <li>• Appointing Authority may designate a pay period to pay out any employee with a bank over 80 hours no less than six (6) months in advance</li> </ul>	<p><b>Article 22</b> May be granted in lieu of OT wages.</p>	<p><b>Article 13</b> May be granted in lieu of OT wages.</p> <p><b>**City indicated to IAFF that no more compensatory shall be accrued after the 2017 negotiations. Banks will be paid out**</b></p>
SHIFT DIFFERENTIAL	<p><b>Article 26</b></p> <ul style="list-style-type: none"> <li>• \$0.57 per hour for second shift assignment;</li> <li>• \$0.70 per hour for third shift assignment;</li> <li>• \$0.70 per hour for a rotating shift assignment.</li> </ul>	<p><b>Article 26</b> No shift-diff Pay</p> <ul style="list-style-type: none"> <li>• On-call pay: \$1.85 per hour</li> </ul>	<p><b>Article 17</b></p> <ul style="list-style-type: none"> <li>• \$0.67 per hour for second shift assignment;</li> <li>• \$0.80 per hour for third shift assignment;</li> <li>• \$0.80 per hour for a rotating shift assignment.</li> </ul>	<p><b>Article 16</b></p> <ul style="list-style-type: none"> <li>• \$0.80 for second or third shift assignment;</li> </ul>	<p><b>Article 23</b></p> <ul style="list-style-type: none"> <li>• \$1.25</li> <li>• Where majority of hours worked occur after 2 pm and prior to 7 am.</li> </ul>	<p><b>Article 12</b></p> <ul style="list-style-type: none"> <li>• Transport: 6%</li> <li>• Paramedic: 6%</li> <li>• 40 hour: 8%</li> </ul>

BENEFIT	AFSCME LOCAL #1632	AFSCME LOCAL #2191	CWA LOCAL #4502	FOP – OLC*	FOP LODGE #9*	IAFF LOCAL #67
EMPLOYEE MONTHLY INSURANCE PREMIUMS AND COVERAGE	<p><b>Article 27</b> [In Network 80/20] [Non Network 60/40]</p> <ul style="list-style-type: none"><li>For New Hires hired on or after 9/1/17, the rate will be 20% of the funding rate established by the actuary for the City;</li><li>Effective 4/1/19 rate will be 15% of the funding rate established by the actuary for the City;</li><li>Rate for part-time employees is 30%.</li></ul> <p>Full-time employees receive medical, prescription, dental, vision, and life insurance.</p> <p>\$25 Tobacco Surcharge for new hires beginning 1/1/18</p> <p><u>Employee Monthly Rates:</u> 15%</p> <ul style="list-style-type: none"><li>\$156.82/single</li><li>\$392.06/family</li></ul> <p>20% *New hires after 9/1/17</p> <ul style="list-style-type: none"><li>\$209.10/single</li><li>\$522.75/ family</li></ul>	<p><b>Article 27</b> [In Network 80/20] [Non Network 60/40]</p> <ul style="list-style-type: none"><li>For employees hired on or after 9/1/17, the rate will be 20%</li><li>For employees hired before 9/1/17, the rate will be 15% .</li><li>The funding rate is established by the actuary for the City</li><li>Rate for part-time employees is 30%.</li></ul> <p>Full-time employees receive medical, prescription, dental, vision, and life insurance.</p> <p>\$25 Tobacco Surcharge for new hires on or after 1/1/18</p> <p><u>Employee Monthly Rates:</u> 15%</p> <ul style="list-style-type: none"><li>\$152.06/single</li><li>\$380.14/family</li></ul> <p>20% *New hires after 9/1/17</p> <ul style="list-style-type: none"><li>\$202.74/single</li><li>\$506.85/ family</li></ul>	<p><b>Article 18</b> [In Network 80/20] [Non Network 60/40]</p> <ul style="list-style-type: none"><li>For New Hires hired on or after 12/1/17, the rate will be 20% of the funding rate established by the actuary for the City;</li><li>Effective 4/1/19 rate will be 15% of the funding rate established by the actuary for the City;</li><li>Rate for part-time employees is 30% .</li></ul> <p>Full-time employees receive medical, prescription, dental, vision, and life insurance.</p> <p>\$25 Tobacco Surcharge for new hires beginning 1/1/18</p> <p><u>Employee Monthly Rates:</u> 15%</p> <ul style="list-style-type: none"><li>\$149.65/single</li><li>\$374.13/family</li></ul> <p>20% *New hires after 12/1/17</p> <ul style="list-style-type: none"><li>\$199.54/single</li><li>\$498.85/family</li></ul>	<p><b>Article 18</b> [In Network 80/20] [Non Network 60/40]</p> <ul style="list-style-type: none"><li>For New Hires hired on or after 9/1/17, the rate will be 20% of the funding rate established by the actuary for the City;</li><li>Effective 4/1/19 rate will be 15% of the funding rate established by the actuary for the City</li></ul> <p>Full-time employees receive medical, prescription, dental, vision, and life insurance.</p> <p>\$25 Tobacco Surcharge for new hires beginning 1/1/18</p> <p><u>Employee Rates:</u> 15%</p> <ul style="list-style-type: none"><li>\$187.32/single</li><li>\$374.64/family</li></ul> <p>20% New hires after 9/1/17</p> <ul style="list-style-type: none"><li>\$249.76/single</li><li>\$499.53/family</li></ul>	<p><b>Article 27</b> [In Network 90/10] [Non Network 60/40]</p> <ul style="list-style-type: none"><li>For New Hires hired on or after 1/1/20, the rate will be 20% of the negotiated insurance base (+ 3% inflation);</li><li>Effective 4/1/19 rate will be 13% of negotiated insurance base (+3% inflation) for employees hired before 1/1/20;</li></ul> <p>Full-time employees receive medical, prescription, dental, vision, and life insurance.</p> <p>\$25 Tobacco Surcharge for new hires beginning 1/1/19</p> <p><u>Employee Monthly Rates</u> 14%</p> <ul style="list-style-type: none"><li>\$85.95/single</li><li>\$307.47/family</li></ul> <p>20% *New hires after 1/1/20</p> <ul style="list-style-type: none"><li>\$122.79/single</li><li>\$439.25/family</li></ul>	<p><b>Article 16</b> [In Network 80/20] [Non Network 60/40]</p> <ul style="list-style-type: none"><li>14% of negotiated insurance base; and 20% of negotiated insurance base (+6% inflation) for new employees hired on or after January 1, 2019.</li><li>Premium caps (\$150.00) for single and (\$375.00) for family.</li></ul> <p>Full-time employees receive medical, prescription, dental, vision, and life insurance.</p> <p>\$25 Tobacco Surcharge for new hires beginning 1/1/19</p> <p><u>Employee Rates (PPO) (Blended)</u></p> <ul style="list-style-type: none"><li>\$117.28/single</li><li>\$293.20/family</li></ul> <p>High Deductible Health Plan (HDHP) and Health Savings Account (HSA):</p> <p><u>Employee Rates (HDHP)</u></p> <ul style="list-style-type: none"><li>\$67.28/single</li><li>\$163.20/family</li></ul> <p><u>Employer Contribution to HSA</u></p> <ul style="list-style-type: none"><li>\$500/single</li><li>\$1,000/family</li></ul>
PERFECT ATTENDANCE	<p><b>Article 26</b> – Each full-time employee who has perfect attendance for a full quarter of a payroll year will receive \$100.00 incentive pay less taxes and appropriate deductions for that quarter.</p>	<p><b>Article 26</b> – Each full-time employee who has perfect attendance for a full quarter of a payroll year will receive \$100.00 incentive pay less taxes and appropriate deductions for that quarter.</p>	<p><b>Not Applicable.</b></p>	<p><b>Not Applicable.</b></p>	<p><b>Article 20</b> Employees on 8 hour shifts (or 10 hour shifts) that use no more than 8 hours (10 hours for 10 hour shifts) of sick leave in a payroll calendar year will be credited 16 additional hours of sick leave.</p>	<p><b>Not Applicable.</b></p>
PERSONAL BUSINESS DAY	<p><b>Article 18</b></p> <ul style="list-style-type: none"><li>FT: Three (3) 8 hour days<ul style="list-style-type: none"><li>Used in 4 hour increments</li></ul></li><li>PT: One (1) 6 hour day</li><li>Use or lose</li></ul>	<p><b>Article 18</b></p> <ul style="list-style-type: none"><li>FT: Three (3) 8 hour days<ul style="list-style-type: none"><li>Used in 4 hour increments</li></ul></li><li>PT: Three (3) 4 hour days</li><li>Use or lose</li></ul>	<p><b>Article 10</b></p> <ul style="list-style-type: none"><li>FT: Three (3) 8 hour days<ul style="list-style-type: none"><li>Used in 4 hour increments</li></ul></li><li>PT: Two (2) 4 hour days</li><li>Use or lose</li></ul>	<p><b>Article 22</b></p> <ul style="list-style-type: none"><li>FT: Three (3) 8 hour days<ul style="list-style-type: none"><li>Used in 4 hour increments (MOU #2017-03)</li></ul></li><li>Use or lose</li></ul>	<p><b>Not Applicable</b></p>	<p><b>Not Applicable</b></p>

BENEFIT	AFSCME LOCAL #1632	AFSCME LOCAL #2191	CWA LOCAL #4502	FOP – OLC*	FOP LODGE #9*	IAFF LOCAL #67
HOLIDAYS	<u>Article 17</u> Full-time employees are to be compensated for ten (10) holidays (including birthday holiday)	<u>Article 17</u> Full-time employees are to be compensated for ten (10) holidays (including birthday holiday)	<u>Article 12</u> Full-time employees are to be compensated for ten (10) holidays (including birthday holiday)	<u>Article 18</u> Full-time employees are to be compensated for ten (10) holidays (including birthday holiday)	<u>Article 17</u> Full-time employees are to be compensated for eleven (11) holidays (including birthday holiday)	<u>Article 21</u> Full-time employees are to be compensated for thirteen (13) holidays (including birthday holiday)
VACATION	<p><u>Article 19</u> – Full-time employees earn at the following rates:</p> <p>Per pay period (annual days)</p> <ul style="list-style-type: none"><li>• Less than 3 yrs.: 3.077 hrs. (10)</li><li>• 3 to 6 yrs.: 4.924 hrs. (16)</li><li>• 6 to 13 yrs.: 7.077 hrs. (23)</li><li>• 13 to 20 yrs.: 8.000 hrs. (26)</li><li>• 20 to 25 yrs.: 8.616 hrs. (28)</li><li>• 25 yrs. or more: 9.231 hrs. (30)</li></ul> <p>Max bank hours (total days)</p> <ul style="list-style-type: none"><li>• 6 mos. to 3 yrs.: 160 hrs. (20)</li><li>• 3 to 6 yrs.: 256 hrs. (32)</li><li>• 6 to 13 yrs.: 368 hrs. (46)</li><li>• 13 to 20 yrs.: 416 hrs. (52)</li><li>• 20 yrs. or more: 480 hrs. (60)</li></ul>	<p><u>Article 19</u> – Full-time employees earn at the following rates:</p> <p>Per pay period (annual days)</p> <ul style="list-style-type: none"><li>• Less than 3 yrs.: 3.077 hrs. (10)</li><li>• 3 to 6 yrs.: 4.924 hrs. (16)</li><li>• 6 to 13 yrs.: 7.077 hrs. (23)</li><li>• 13 to 20 yrs.: 8.000 hrs. (26)</li><li>• 20 to 25 yrs.: 8.616 hrs. (28)</li><li>• 25 yrs. or more: 9.231 hrs. (30)</li></ul> <p>Max bank hours (total days)</p> <ul style="list-style-type: none"><li>• 6 mos. to 3 yrs.: 160 hrs. (20)</li><li>• 3 to 6 yrs.: 256 hrs. (32)</li><li>• 6 to 13 yrs.: 368 hrs. (46)</li><li>• 13 to 20 yrs.: 416 hrs. (52)</li><li>• 20 yrs. or more: 480 hrs. (60)</li></ul>	<p><u>Article 11</u> – Full-time employees earn at the following rates:</p> <p>Per pay period (annual days)</p> <ul style="list-style-type: none"><li>• Less than 3 yrs.: 3.077 hrs. (10)</li><li>• 3 to 6 yrs.: 4.924 hrs. (16)</li><li>• 6 to 13 yrs.: 7.077 hrs. (23)</li><li>• 13 to 20 yrs.: 8.000 hrs. (26)</li><li>• 20 to 25 yrs.: 8.616 hrs. (28)</li><li>• 25 yrs. or more: 9.231 hrs. (30)</li></ul> <p>Max bank hours (total days)</p> <ul style="list-style-type: none"><li>• 6 mos. to 3 yrs.: 160 hrs. (20)</li><li>• 3 to 6 yrs.: 256 hrs. (32)</li><li>• 6 to 13 yrs.: 368 hrs. (46)</li><li>• 13 to 20 yrs.: 416 hrs. (52)</li><li>• 20 yrs. or more: 480 hrs. (60)</li></ul>	<p><u>Article 19</u> – Full-time employees accrue vacation at the following rates:</p> <p>Per pay period (annual days)</p> <ul style="list-style-type: none"><li>• Less than 3 yrs.: 3.077 hrs. (10)</li><li>• 3 to 6 yrs.: 4.924 hrs. (16)</li><li>• 6 to 13 yrs.: 7.077 hrs. (23)</li><li>• 13 to 20 yrs.: 8.000 hrs. (26)</li><li>• 20 to 25 yrs.: 8.616 hrs. (28)</li><li>• 25 yrs. or more: 9.231 hrs. (30)</li></ul> <p>Max bank hours (total days)</p> <ul style="list-style-type: none"><li>• 6 mos. to 3 yrs.: 160 hrs. (20)</li><li>• 3 to 6 yrs.: 256 hrs. (32)</li><li>• 6 to 13 yrs.: 368 hrs. (46)</li><li>• 13 to 20 yrs.: 416 hrs. (52)</li><li>• 20 yrs. or more: 480 hrs. (60)</li></ul>	<p><u>Article 27</u> – Full-time employees earn at the following rates:</p> <p>Per pay period (annual hours)</p> <ul style="list-style-type: none"><li>• Under 3 yrs. 3.693 hrs. (96 hrs.)</li><li>• 3 to 6 yrs. 5.692 hrs. (148 hrs.)</li><li>• 6 to 14 yrs. 7.846 hrs. (204 hrs.)</li><li>• 14 to 20 yrs. 8.769 hrs. (228 hrs.)</li><li>• 20yrs. or more: 9.692 hrs. (252 hrs.)</li></ul> <p>Max bank hours</p> <ul style="list-style-type: none"><li>• Under 3 yrs. 288 hrs.</li><li>• 3 to 6 yrs. 444 hrs.</li><li>• 6 to 14 yrs. 612 hrs.</li><li>• 14 to 20 yrs. 684 hrs.</li><li>• 20yrs. or more: 756 hrs.</li></ul>	<p><u>Article 20</u> – Full-time employees earn at the following rates:</p> <p><u>Firefighter, Lieutenant, Captain, Battalion Chief</u></p> <p>40 hour</p> <p>Per pay period (Max bank)</p> <ul style="list-style-type: none"><li>• Under 3 yrs.: 3.077 hrs. (240hrs.)</li><li>• 3 to 6 yrs.: 4.616 hrs. (384 hrs.)</li><li>• 6 to 13 yrs.: 7.077 hrs. (552 hrs.)</li><li>• 14 to 20 yrs.: 7.692 hrs. (624 hrs.)</li><li>• 20 yrs. or more: 8.616 hrs. (696 hrs.)</li></ul> <p>Platoon (48/24)</p> <p>Per pay period (Max bank)</p> <ul style="list-style-type: none"><li>• Under 3 yrs.: 3.692 hrs. (288 hrs.)</li><li>• 3 to 6 yrs.: 5.538 hrs. (504 hrs.)</li><li>• 6 to 13 yrs.: 7.385 hrs. (648 hrs.)</li><li>• 14 to 20 yrs.: 8.308 hrs. (720 hrs.)</li><li>• 20 yrs. or more: 10.154 hrs. (864 hrs.)</li></ul> <p><u>Deputy Chiefs</u></p> <p>40 hour</p> <p>Per pay period (Max bank)</p> <ul style="list-style-type: none"><li>• 6 to 13 yrs.: 8.307 hrs. (672 hrs.)</li><li>• 14 to 20 yrs.: 9.230 hrs. (744 hrs.)</li><li>• 20 yrs. or more: 10.154 hrs. (816 hrs.)</li></ul> <p>Platoon (48/24)</p> <p>Per pay period (Max bank)</p> <ul style="list-style-type: none"><li>• 6 to 13 yrs.: 8.923 hrs. (768 hrs.)</li><li>• 14 to 20 yrs.: 9.846 hrs. (840 hrs.)</li><li>• 20 yrs. or more: 11.692 hrs. (984 hrs.)</li></ul>

BENEFIT	AFSCME LOCAL #1632	AFSCME LOCAL #2191	CWA LOCAL #4502	FOP – OLC*	FOP LODGE #9*	IAFF LOCAL #67
SICK LEAVE	<p><b>Article 20</b></p> <ul style="list-style-type: none"> <li>Full-time non-seasonal employees receive 96 hrs. at the beginning of each year (average accrual 3.692 hrs./pay).</li> <li><u>Reciprocity</u>: (February election) Unused annual sick leave may be paid in January of each year up to a maximum of 56 hours or carried over to the next year.</li> </ul> <p>Pay out upon separation of service</p> <ul style="list-style-type: none"> <li>Up to 950hrs.: 1 for 4</li> <li>951 to 1,750hrs.: 1 for 3</li> <li>1751 to 2,550 hrs.: 1 for 2</li> <li>Over 2,551 hrs.: 1 for 1</li> </ul>	<p><b>Article 20</b></p> <ul style="list-style-type: none"> <li>Full-time non-seasonal employees receive 96 hrs. at the beginning of each year (average accrual 3.692 hrs./pay).</li> <li><u>Reciprocity</u>: (February election) Unused annual sick leave may be paid in January of each year up to a maximum of 56 hours or carried over to the next year.</li> </ul> <p>Pay out upon separation of service</p> <ul style="list-style-type: none"> <li>Up to 950hrs.: 1 for 4</li> <li>951 to 1,750hrs.: 1 for 3</li> <li>1751 to 2,550 hrs.: 1 for 2</li> <li>Over 2,551 hrs.: 1 for 1</li> </ul>	<p><b>Article 13</b></p> <ul style="list-style-type: none"> <li>Full-time employees receive 80 hrs. at the beginning of each year (average accrual of 6.67 hrs./month).</li> <li>Carry over: Sick leave bank may be no more than 400 hrs., less the annual sick leave entitlement</li> <li><u>Reciprocity</u>: (November election) <ul style="list-style-type: none"> <li>Unused annual sick leave may be paid in January of each year up to a maximum of 80 hours; or carried over to the next year; or half of the unused time can be split from the above options.</li> </ul> </li> </ul> <p>Pay out upon separation of service</p> <ul style="list-style-type: none"> <li>Up to 320 hrs.: 1 for 2</li> </ul>	<p><b>Article 20</b></p> <ul style="list-style-type: none"> <li>Full-time employees receive 72 hrs. at the beginning of each year (average accrual of 6 hrs. /mo.)</li> <li>Carry Over: Unlimited</li> <li><u>Conversion</u>: (January)</li> <li>Up to 64 hours may be converted to vacation for the upcoming year</li> <li><u>Reciprocity</u>: (December) <ul style="list-style-type: none"> <li>Up to 72 hours unused from previous year</li> </ul> </li> </ul> <p>Pay out upon separation of service</p> <ul style="list-style-type: none"> <li>Up to 1100 hrs.: 1 for 6</li> <li>1101 to 2300 hrs.: 1 for 3</li> </ul>	<p><b>Article 20</b></p> <ul style="list-style-type: none"> <li>New Employees shall be credited 41.55 hours of sick during first 9 pay periods</li> <li>Employees accrue 4.616 hours for each completed pay period.</li> <li><u>Conversions</u>: (January) <ul style="list-style-type: none"> <li>Up to 56 hours may be converted to vacation for the upcoming year</li> <li>Up to 24 hours may be converted into Personal Emergency Leave (PEL)</li> </ul> </li> <li><u>Incentive</u> <ul style="list-style-type: none"> <li>Employees on 8 hour shifts (or 10 hour shifts) that use no more than 8 hours (10 hours for 10 hour shifts) of sick leave in a payroll calendar year will be credited 16 additional hours of sick leave.</li> </ul> </li> </ul> <p>Pay out upon separation of service</p> <ul style="list-style-type: none"> <li>Up to 1000 hrs.: 1 for 6</li> <li>1001 to 2100 hrs.: 1 for 3</li> <li>Over 2101 hrs.: 1 for 1</li> </ul>	<p><b>Article 27</b></p> <ul style="list-style-type: none"> <li>Full-time employees with less than 3.5 years of service shall accrue 4.616 hrs./pay period</li> <li>Full-time employees with more than 3.5 years of service shall accrue 6.462 hrs./pay period</li> <li>Reciprocity: (January) <ul style="list-style-type: none"> <li>For employees with more than 500 and less than 750 hours of sick leave banked, they may elect to pay out up to 72 hours of sick leave; or contribute such time into an HSA Account (effective 2020)</li> <li>For employees with more than 750 hours of sick leave banked may elect to pay out up to 168 hours of sick leave; or contribute such time into an HSA Account (effective 2020)</li> </ul> </li> </ul> <p>Pay out upon separation of service</p> <ul style="list-style-type: none"> <li>Up to 1000 hrs.: 1 for 6</li> <li>1001 to 2100 hrs.: 1 for 3</li> <li>Over 2101 hrs.: 1 for 1</li> </ul>
TUITION REIMBURSEMENT	<p><b>Article 28</b> – After 1 year of continuous service for full-time employees:</p> <ul style="list-style-type: none"> <li>Maximum of \$4,000 for undergraduate per calendar year;</li> <li>Maximum of \$4,500 for graduate studies per calendar year.</li> <li>\$100 for GED Prep</li> </ul> <p>There must be a correlation between the employee's duties and responsibilities or courses that may lead to career advancement within the City and the courses taken or the degree program pursued.</p>	<p><b>Article 28</b> – After 1 year of continuous service for full-time employees:</p> <ul style="list-style-type: none"> <li>Maximum of \$4,000 for undergraduate per calendar year;</li> <li>Maximum of \$4,500 for graduate studies per calendar year.</li> <li>\$100 for GED Prep</li> </ul> <p>There must be a correlation between the employee's duties and responsibilities or courses that may lead to career advancement within the City and the courses taken or the degree program pursued.</p>	<p><b>Article 23</b> – After 1 year of continuous service for full-time employees:</p> <ul style="list-style-type: none"> <li>Max of \$4,500 for undergraduate,</li> <li>Maximum of \$5,500 for graduate,</li> <li>\$2,000 for continuing education per calendar year. <i>Must be directly related to the employee's job duties.</i></li> </ul> <p>There must be a correlation between the employee's duties and responsibilities or courses that may lead to career advancement within the City and the courses taken or the degree program pursued.</p>	<p><b>Article 23</b> – After 1 year of continuous service for full-time employees:</p> <ul style="list-style-type: none"> <li>\$3,500 for undergraduate,</li> <li>\$3,750 for graduate,</li> <li>\$2,000 for courses/training for continuing education. <i>Must be directly related to the employee's job duties.</i></li> </ul> <p>There must be a correlation between the member's duties and responsibilities and the courses taken or the degree program pursued.</p>	<p><b>Article 28</b> – After 1 year of continuous service; <b>no limit</b> but there must be a correlation between the member's duties and responsibilities and the courses taken</p>	<p><b>Article 17</b> – After 1 year of continuous service; <b>no limit</b> so long as it is directly job related to the employee's current or foreseeable job assignment.</p>

BENEFIT	AFSCME LOCAL #1632	AFSCME LOCAL #2191	CWA LOCAL #4502	FOP – OLC*	FOP LODGE #9*	IAFF LOCAL #67
INJURY LEAVE	<u>Article 22</u> <ul style="list-style-type: none"> <li>Eligibility based on an allowed BWC claim.</li> <li>A maximum of 40 workdays/year per allowed BWC claim; capped at 80 workdays per allowed BWC claim.</li> <li>5 year experience</li> </ul>	<u>Article 22</u> <ul style="list-style-type: none"> <li>Eligibility based on an allowed BWC claim.</li> <li>A maximum of 40 workdays/year per allowed BWC claim; capped at 80 workdays per allowed BWC claim.</li> <li>5 year experience.</li> </ul>	<u>Article 14</u> <ul style="list-style-type: none"> <li>Eligibility based off contract (IRB)</li> <li>A maximum of 40 workdays per calendar year for each injury</li> <li>Capped at 80 workdays per lifetime per injury.</li> </ul>	<u>Article 21</u> <ul style="list-style-type: none"> <li>A maximum of 40 workdays per calendar year for each injury</li> <li>Capped at 80 workdays per lifetime per injury.</li> </ul>	<u>Article 30</u> <ul style="list-style-type: none"> <li>Up to 180 days for each service connect injury or recurrence of previous service connected injury.</li> <li>Employee may apply for up to 180 calendar days of additional injury leave to be considered on a case-by-case basis.</li> </ul>	<u>Article 24</u> <ul style="list-style-type: none"> <li>Eligibility based on an allowed BWC claim.</li> <li>A maximum of 180 days for each allowed BWC claim.</li> <li>5 year experience</li> </ul>
DISABILITY LEAVE	<u>Article 21</u> Full-time employees qualify on the 1 <sup>st</sup> of the month following the first year of continuous service from the 12th day of the accident for a max of 26 weeks <ul style="list-style-type: none"> <li>81% of the employee's standard gross wages for the first 13 weeks and;</li> <li>70% for the remaining 13 weeks within a 365 day period.</li> </ul> <p>The employee may utilize sick leave to supplement the difference (if available). If an employee exhausts all sick leave benefits, other approved leave may be granted by the Appointing Authority.</p>	<u>Article 21</u> Full-time employees qualify on the 1 <sup>st</sup> of the month following the first year of continuous service from the 12th day of the accident for a max of 26 weeks <ul style="list-style-type: none"> <li>81% of the employee's standard gross wages for the first 13 weeks and;</li> <li>70% for the remaining 13 weeks within a 365 day period.</li> </ul> <p>The employee may utilize sick leave to supplement the difference (if available). If an employee exhausts all sick leave benefits, other approved leave may be granted by the Appointing Authority.</p>	<u>Article 18</u> Full-time employees qualify on the 1 <sup>st</sup> of the month following the first year of continuous service from the 12th day of the accident for a max of 26 weeks <ul style="list-style-type: none"> <li>81% of the employee's standard gross wages</li> </ul> <p>The employee may utilize sick leave to supplement the difference (if available). If an employee exhausts all sick leave benefits, other approved leave may be granted by the Appointing Authority.</p>	<u>Article 26</u> Full-time employees qualify on the 1 <sup>st</sup> of the month following the first year of continuous service from the 12th day of the accident for a max of 26 weeks <ul style="list-style-type: none"> <li>81% of the employee's standard gross wages</li> </ul> <p>The employee may utilize sick leave to supplement the difference (if available). If an employee exhausts all sick leave benefits, other approved leave may be granted by the Appointing Authority.</p>	Not applicable.	<u>Article 29</u> Up to one year of unpaid disability.
BEREAVEMENT	<u>Article 20</u> Five (5) days of leave (i.e. sick leave, vacation leave, or compensatory time) for the death of an “immediate family” member as defined in Article 20.2 (A) (6). One (1) day of vacation leave or compensatory time for death of an Aunt or Uncle. <p>Up to three (3) of the five (5) days of leave shall be paid as bereavement leave and not deducted from the employee’s leave bank(s).</p> <p>In the event of no available leave balances, the employee may be granted leave without pay.</p>	<u>Article 20</u> Five (5) days of leave (i.e. sick leave, vacation leave, or compensatory time) for the death of an “immediate family” member as defined in Article 20.2 (A) (6). One (1) day of vacation leave or compensatory time for death of an Aunt or Uncle. <p>Up to three (3) of the five (5) days of leave shall be paid as bereavement leave and not deducted from the employee’s leave bank(s).</p> <p>In the event of no available leave balances, the employee may be granted leave without pay.</p>	<u>Article 14</u> Five (5) days of available leave (i.e. sick leave, vacation leave, or compensatory time) pursuant to Article 13, for the death of an “immediate family” member as defined in Article 1; LWOP may be considered if requested. <p><u>Article 13</u>  Up to three (3) of the five (5) days of available leave in Section 14.13 shall be paid as bereavement leave and not deducted from the employee’s sick leave bank.</p>	<u>Article 20</u> Entitled to use up to five (5) days of sick leave per death of an “immediate family”	<u>Article 20</u> Entitled to use sick leave for up to five (5) workdays for a funeral service and/or interment for a death of “immediate family”	<u>Article 27</u> 40 hour Employees <ul style="list-style-type: none"> <li>Employees may use sick leave for the death of immediate family member for up to five (5) workdays.</li> </ul> <p>Platoon Employees</p> <ul style="list-style-type: none"> <li>Employees are entitled to six (6) calendar days and may use sick leave for all hours missed.</li> </ul>



BENEFIT	AFSCME LOCAL #1632	AFSCME LOCAL #2191	CWA LOCAL #4502	FOP – OLC*	FOP LODGE #9*	IAFF LOCAL #67
UNIFORMS	<u>Article 29</u> Set by Departmental Policy <ul style="list-style-type: none"> <li>Initial/Required/Replacement</li> </ul> At no cost to the employee: <ul style="list-style-type: none"> <li>PPE</li> <li>Rain jacket &amp; pants to Refuse Collectors</li> <li>Hazardous weather gear</li> <li>Tools and equipment <ul style="list-style-type: none"> <li>Tool allowance: \$45 mo.</li> </ul> </li> </ul>	<u>Article 29</u> Set by Departmental Policy <ul style="list-style-type: none"> <li>Voucher issued to obtain required uniforms <ul style="list-style-type: none"> <li>No cost to the employee:</li> </ul> </li> <li>Protective clothing, rain gear, gloves and safety-type shoes</li> </ul>	<u>Article 19</u> Set by Departmental Policy <ul style="list-style-type: none"> <li>Initial/Required/Replacement may be subject to taxes and paid by employee</li> </ul>	<u>Article 17</u> At no cost to the employees for: <ul style="list-style-type: none"> <li>Required issue</li> <li>Initial issue</li> <li>Replacement parts (not due to employee's negligence)</li> </ul> Uniform Committee (3) OLC members	<u>Article 25</u> At no cost to the employees for: <ul style="list-style-type: none"> <li>Required issue</li> <li>Initial issue</li> <li>Replacement parts (not due to employee's negligence)</li> <li>Maintenance Allowance <ul style="list-style-type: none"> <li>Uniformed: \$1,175.00</li> <li>Plainclothes: \$1,525.00</li> </ul> </li> </ul> 1 voting member on the Division's Uniform Committee	<u>Article 19</u> At no cost to the employees for: <ul style="list-style-type: none"> <li>Required issue</li> <li>Initial issue</li> <li>Replacement</li> <li>Maintenance Allowance <ul style="list-style-type: none"> <li>Uniformed: \$1,175.00</li> <li>Plainclothes: \$1,725.00</li> </ul> </li> <li>1 Commercial Washer &amp; Dryer per Station</li> </ul>
ADOPTION ASSISTANCE	Not Applicable.	Not Applicable.	<u>Article 17</u> – Full-time employee with one (1) year of continuous service is eligible up to: <ul style="list-style-type: none"> <li>\$3,500 adopted child;</li> <li>\$5,000 "special needs" child.</li> </ul>	Not Applicable.	Not Applicable.	Not Applicable.
DURATION	APRIL 1, 2021  TO  MARCH 31, 2024	APRIL 1, 2020  TO  MARCH 31, 2023	APRIL 24, 2020  TO  APRIL 23, 2023	JUNE 16, 2017  TO  JUNE 15, 2020  TERMS EXTENDED THROUGH AUGUST 31, 2021  * Negotiations begin summer 2021*	DECEMBER 9, 2017  TO  DECEMBER 8, 2020  *Negotiations ongoing*	NOVEMBER 1, 2020  TO  OCTOBER 31, 2023

For more details, please refer to the respective collective bargaining agreements.